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Final

**MUNICIPAL CLERK  
ATLANTA, GEORGIA**

**A SUBSTITUTE ORDINANCE AS AMENDED BY FINANCE/EXECUTIVE  
COMMITTEE**

**A SUBSTITUTE ORDINANCE AS AMENDED BY  
FINANCE/EXECUTIVE COMMITTEE AUTHORIZING THE  
MAYOR TO EXECUTE A SEVERANCE BENEFITS INCENTIVE  
AGREEMENT WITH BENJAMIN R. DECOSTA, AVIATION  
GENERAL MANAGER, AND FOR OTHER PURPOSES.**

WHEREAS the City of Atlanta, through the proven leadership of its Aviation General Manager Benjamin DeCosta (General Manager), is currently engaged in an ambitious and much needed expansion program for Hartsfield Atlanta International Airport;

WHEREAS the General Manager, through his past performance, has proven himself to be highly competent in the exercise of his job duties, and has served a role of critical importance to the growth and development of Hartsfield Atlanta International Airport;

WHEREAS the proper administration and continued development of Hartsfield International Airport is of utmost importance to the City's future;

WHEREAS the proper administration and continued development of Hartsfield International Airport (recently heralded as the busiest airport in the world) is critical and absolutely necessary to successful operation of the National Air Transportation System of the United States;

WHEREAS the General Manager, because of his proven abilities and value in the marketplace, has other career opportunities;

WHEREAS the City believes that stability in the Hartsfield International Airport General Manager position is crucial to the Airport's future success (including, but not necessarily limited to the current expansion program); and

WHEREAS the City desires to resolve to offer the General Manager the incentive compensation severance agreement attached to this ordinance to entice him to remain employed by the City in the position of General Manager for Hartsfield International Airport for a minimum period of four (4) years.

THE COUNCIL OF THE CITY OF ATLANTA HEREBY ORDAINS, AS FOLLOWS:

SECTION 1: That the Mayor is hereby authorized to enter into the attached severance benefits incentive agreement with Benjamin R. DeCosta, Aviation General Manager. The four year period shall begin upon the effective date of this ordinance.

SECTION 2: That the Mayor is hereby authorized to establish the salary of the Aviation General Manager in the Executive Salary Plan, at Grade E5, step 4. Said salary shall become effective upon the effective date of this ordinance.

SECTION 3: That Section 7 of Ordinance 92-O-1247 is hereby waived for the purpose of this ordinance only.